

# Policy

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**POLICY # 0086140.005**  
**EFFECTIVE 11/2006**  
**REVISED**  
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**APPROVAL**

**SUBJECT:**           **ESSENTIAL COMPETENCIES FOR LEADERSHIP**

**APPLICATION:**    CEO / President, Vice President and Director of community benefits

**PURPOSE:**        To establish that leaders charged with the oversight of community benefits will possess skills and competencies that support advancement of the five core principles of community benefits.

**POLICY:**           1.1    It is The PIH Organization's policy that leadership have competencies necessary to advance community benefits within the culture and practice of the organization and to facilitate application of the adopted core principles (as described in Policy # 86140.003).

**PROCEDURE:**    2.1    CEO / President, Vice President and Director responsible for community benefits will collectively possess the following competencies in order to effectively advance The PIH Organization's charitable mission:

- Knowledge/experience of populations and communities to be served;
- Knowledge of public health concepts, including expertise in the review and interpretation of population health data as well as in the design and implementation of project monitoring strategies;
- Excellent interpersonal skills with proven ability to relate to other management staff, medical staff and diverse community groups;
- Demonstrated skill in community capacity building and partnership development with diverse community stakeholders;
- Demonstrated skill in problem-solving to address community needs;
- Strong written and oral presentation skills;
- Demonstrated knowledge of clinical service delivery.